



DEPARTMENT OF DEFENSE



Defense Civilian Personnel Advisory Service

Pathways Programs

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HR Operational Programs and Advisory Services Directorate
Defense Civilian Personnel Advisory Service**



Background – Pathways Programs

- Established by E.O. 13562 (December 27, 2010) as part of President's Hiring Reform
- Replaced Student Career Experience Program (SCEP), Student Temporary Employment Program (STEP), and revised Presidential Management Fellow (PMF)
- Abolished Federal Career Intern Program (FCIP)
- OPM posted final regulations on May 11, 2012
 - ❑ Effective July 10, 2012 (Federal Register Final Notice)
 - ❑ Six month transition period ended January 6, 2013
- Initial DoD MOU approved by OPM on August 17, 2012





Overview – Pathways Programs

- Consists of 3 programs:
 - ☐ Internship Program
 - ☐ Recent Graduates Program
 - ☐ Revised Presidential Management Fellows Program
- Public notice and veterans' preference apply
- OPM identifies 5 core PP principles:
 - ☐ Limited scope
 - ☐ Transparency
 - ☐ Fairness to vets
 - ☐ Agency investment
 - ☐ OPM oversight
- Requires DoD MOU with OPM and annual report to OPM





Challenges – Pathways Programs

- Misunderstanding of the Pathways Programs regulations and implementation guidance
- Knowing where to go for information and assistance
- Hiring managers may be reluctant to learn about and utilize the Programs
- Perceived loss of relationships with critical talent partners (e.g., colleges and universities)





Flexibilities – Pathways Programs

- Conducting ***outreach*** on campuses
- Recruiting students up to ***9 months*** before they complete their academic requirements
- Using ***pay flexibilities*** and/or incentives
- Considering ***non-citizens***
- Considering ***competitive status candidates***
- Hiring type of Interns to meet mission requirements (***developmental or NTE***)
- Establishing ***minimum GPA***
- Managing expected large applicant ***response to JOA***
- Determining ***Intern qualification standards***
- Modifying ***Participant Agreements***
- Waiving portion of ***hours needed*** for Intern conversions
- Hiring Interns from other agencies (or ***outplacing surplus Interns***)
- Converting PP Participants to ***term then permanent***





Wrap-up – Pathways Programs

- DoD Pathways POCs:
 - ☐ Each Component has a PP Coordinator
 - ☐ DoD PP Officer (DCPAS)
 - ☐ DoD PMF Coordinator (DCPAS)
- Components have own PP policy/guidance/procedures
- Resources, references, and contacts (Component PP POCs, DoD PPO, and the DoD PMF Coordinator) on DCPAS' CAC-accessible website:
<https://dodhrinfo.cpms.osd.mil/Directorates/HROPS/Staffing-and-Civilian-Transition-Programs/DOD-Student-Programs/Pages/Home1.aspx>
- OPM's PP website:
<https://www.opm.gov/policy-data-oversight/hiring-authorities/students-recent-graduates/>

